

## Organizational Effectiveness Assessment

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Organizational culture is a complex structure comprised of eight different areas. Its likely that you have several that are functioning just well, but is there opportunity for even greater functionality?

**1. Our team/organization has a shared purpose.**

	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)
Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**2. I have a clear understanding of my role.**

Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**3. Processes are clearly documented.**

Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**4. My team appreciates my unique capabilities.**

Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**5. My team is able to quickly resolve conflicts with other teams.**

Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**6. Team/organizational problem-solving results in easy to follow next steps**

Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**7. Team members are fully committed to the organizational mission**

Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**8. Knowledge is freely shared between all members of the organization**

Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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## Organizational Effectiveness Assessment

### Scoring and next steps

What does organizational effectiveness sound like and feel like? Take a look at some of the examples below and challenge your bias!

What does a great culture sound like?	What does a great culture feel like?
<p><b>Open and Honest Communication:</b> “I always know what’s going on in the company- leadership keeps us in the loop, and I feel comfortable sharing my ideas or concerns.”</p> <p><b>Recognition and Respect:</b> “My contributions are noticed and valued, and my manager genuinely listens to my input.”</p> <p><b>Supportive Collaboration:</b> “We work together to solve problems, and everyone’s opinion matters, no matter their role or background.”</p>	<p><b>Valued and Supported:</b> Employees feel appreciated for who they are and what they bring, experiencing a sense of belonging and psychological safety.</p> <p><b>Empowered and Motivated:</b> There’s a drive to achieve goals, take initiative, and innovate, because people trust each other and leadership encourages growth.</p> <p><b>Fun and Connected:</b> The workplace is engaging and enjoyable, with positive relationships, regular recognition, and a genuine sense of community.</p>

### Here are a few examples of a poor culture:

Promotions or opportunities go to friends of leadership, regardless of merit.

- *Example:* “The CEO’s nephew got promoted despite poor performance.”

Leaders dismiss concerns or blame employees for systemic failures.

- *Example:* “When I raised workload issues, my manager said, ‘You’re just bad at time management.’”

### Scoring and next steps:

\_\_\_\_ **35–40:** Great culture - continue to build on strengths

**Congratulations, you have an organization with a strong, supportive culture.** Continue to build on the strengths and practices that you have in place.

*If your total is 34 or below, Connect with us for a more in-depth assessment for targeted insights and strategies.*

\_\_\_\_ **26–34:** Some positive practices - consider a deeper assessment.

**Ready to move into a better space for engagement and support?**

\_\_\_\_ **17–25:** Your culture may need some assistance. Its tough to identify specific issues - further investigation recommended.

**Culture eats strategy is a real occurrence.**

\_\_\_\_ **8-16:** Significant learning deficit—immediate action needed.

**Your organization may be at risk of low engagement, higher turnover, sabotage, or worse.**